Rest of New Zealand (except Auckland) DHB/PSA Allied Public Health and Technical MECA

Outcomes Summary

Across the Board Pay Increase
2% pay increase from 14 September 2015 and a further 2% from 12 September 2016

Term
The term of the MECA is for a 30 month period from expiry. The new MECA will expire on 31 October 2017. The pay increase comes into effect 4 months and 2 weeks from the expiry of the current MECA. This was agreed to ensure that our cost of settlement is within the agreed parameters and accounts for the increased costs that our settlement has incurred due to changes made to a number of pay scales.

Salary Scale Changes

Allied and Public Health Group

- With effect from 14 September the Allied and Public Health salary scale will be adjusted to smooth the value of the incremental progression for all steps within the automatic progression range. This will ensure that instead of the current method where employees could progress by as little as $3,029 or as much as $6,335 depending on the salary step they are on will be evened out to progress at $4,105. This also enhances the value of steps 2, 3 and 4.

- We were unable to apply a similar principle to steps 6 and above as it would have impacted on the existing relativities in the designated positions.
Technical Groups

- With effect from 14 September 2015, the following salaries scales will be aligned to the “smoothed out” Allied & Public Health salary scale including a reduction in the number of automatic steps from six or seven to five:
  - a) 5.3 Alcohol & Other Drug Clinicians
  - b) 5.4.3 Health & Clinical Support Workers & Hauora Māori Workers (Level 3)
  - c) 5.8.1 Anaesthetic / Biomedical / Neurophysiology / Physiology / Renal Dialysis (aka Clinical Physiologists (Dialysis)) / ICU & PICU Technicians
  - d) 5.8.3 Biomedical Electrical Technicians (BMET) (Qualified)
  - e) 5.8.4 Clinical Physiologists
  - f) 5.8.6 Dental Technicians (3 year Degree Qualified)
  - g) 5.8.14 Orthotists (3 year Degree Qualified)
  - h) 5.8.17 Scientific Officers

These changes were agreed to ensure that all occupations that require a degree based qualification should be paid on the same pay spine.

Alcohol & Other Drug Clinicians & Health and Clinical Support Workers & Hauora Maori Workers Level 3
Members in the above groups translating from step 5 to the new step 5 ($60,597 to $64,603) will have their incremental date reset to 14 September for the purposes of salary progression.

Medical Laboratory Scientists
The only group we were unable to agree to move on to a single pay spine was Medical Laboratory Scientists (5.8.9). This was due to us not being able to reach agreement on their progression from an intern step to step 1 and because of the income that would be lost in the first 2 years of service as a result. It was agreed that the status quo be retained and the agreed across-the-board salary increases be applied to the existing rates.

Lump sum payments
While the translations on to the allied scale generally resulted in members getting pay increases in the range of 2% to 8%, steps 13, 15 and 16 on the technical scale translated to increases below 2%. It was agreed that employees on technical steps 13, 15 and 16 will receive lump sum payments of $680, $1,100 and $1,170 respectively to make their pay increases up to 2%.

Incremental Dates
In the technical groups where members are translating from step 11 to the new step 5 ($60,703 to $64,603) the incremental date for the purposes of salary progression will be reset to 14 September.
Technicians Group
Extensive discussion were held on what would be the most appropriate salary scale range for the technician groups. Due to the technicians groups needing to have a range of qualifications and range of scope of practice we were unable to determine the most appropriate range of salary scales. It was decided that this matter be referred to the National Engagement Forum (NEF) to collect information that could be used to guide our next bargaining round.

All steps below $32,180 in the MECA that applies to this group will be deleted.

Assistants Group
Discussions were also held on what would be the most appropriate salary ranges for the assistants group and for similar reasons as noted for the technicians group this matter was referred to the NEF to collect information to guide our next bargaining round.

All steps below $32,180 in the MECA that applies to this group will be deleted.

Sonographers Salary Scale
The salary scale has been updated to match current rates paid to this group in other agreements.

Allied Health Clinicians working in Community Mental Health and Addiction Services settings
It’s been agreed that PSA and DHB Local Engagement Forums consider the issues relating to relativities between Allied Health Clinicians and the Community Nurses who work in the same settings and carry out same or similar roles.

This matter could not be agreed to at a national level because the variety of ways in which services and work practices in community mental health settings are conducted. It was felt that local discussions would be the best way to find a solution.

Career Progression/Professional Development.

Merit Progression Review.
The PSA and DHBs have reaffirmed the need to conclude the commitments made in the last bargaining round to conclude a review of the merit progression processes and noted that it’s in both parties’ interests to enable employee’s career progression opportunities based on current and future service needs.

Allied Health Career Framework - Expectation of practice
It’s been agreed that the DHB and PSA Local Engagement Groups will discuss and develop a structure that shows the career pathway for steps 7 – 15 of the Allied and Public Health salary scale. Where agreed, the parties will consider opportunities to work towards a common Regional
Framework.

The career pathway is for advanced clinicians / practitioners / designated positions and will:
- consider bandings, cut in and out steps, and any overlap for steps between 7 and 15 and
- consider titles and definitions for each of the bands

CASP Management of Expectations
The existing clauses in 5.1.5 (b) has been renumbered as 5.1.6. Appendix A of the MECA has had a new step added to it to clarify that before considering entering into a CASP process members should confirm with their manager that there is scope and opportunity in the service to warrant CASP in line with clause 5.1.6 above.

Additional progression step
The current clauses are set out to make the process much clearer. A new clause has been added to clarify that the employee must initiate the process for progression on to the additional progression step.

Hours of work and workloads

Care Capacity and Demand Management
PSA and the DHB acknowledged the work currently being done by Safe staffing Unit to develop appropriate CCDM processes for allied health workforces which will help in the delivery of safe and effective work practices.

Extension of Allied Public Health and Technical Services
The parties acknowledged the discussion on the need for allied public health and technical workforces to be better integrated into the clinical workforce across the 7 days. We have committed to constructively engage with DHBs on discussions around service development.

Variations and Trials
A new clause has been agreed to allow parties to modify conditions of employment to trial new services. This is an enabling clause and does not compel either party to agree to change their conditions of employment.

Remote/Telephone Call-Back
It’s been agreed that NEF undertake a project to collect and collate information on frequency of staff being required to work from their home while being on call. The project will also collect information on how employees are currently being remunerated for working from home.
**Bargaining Fee**

It’s agreed that staff who wish to be party to this MECA will need to pay a bargaining fee if they are not PSA members. A process to conduct ballot for this clause to come into effect will be conducted following the ratification of the MECA.

**Public Holidays Clause**

This clause has been amended to provide that should Waitangi and ANZAC fall on a week end day than its observance will be transferred to a Monday except for those that work on the weekend day who shall be regarded as working on a public holiday and paid accordingly. They shall be granted an additional day’s holiday. If the employee works on the weekend day as well as the Monday to which the holiday has been transferred they will be paid ordinary rates of pay. Waitangi and ANZAC days will not be treated the same as how Christmas and New Year’s days are treated if an employee works both the weekend day as well as the Monday.